

IN Review

Indiana Department of Labor
Quality, Metrics & Statistics Division

2006

IN Focus

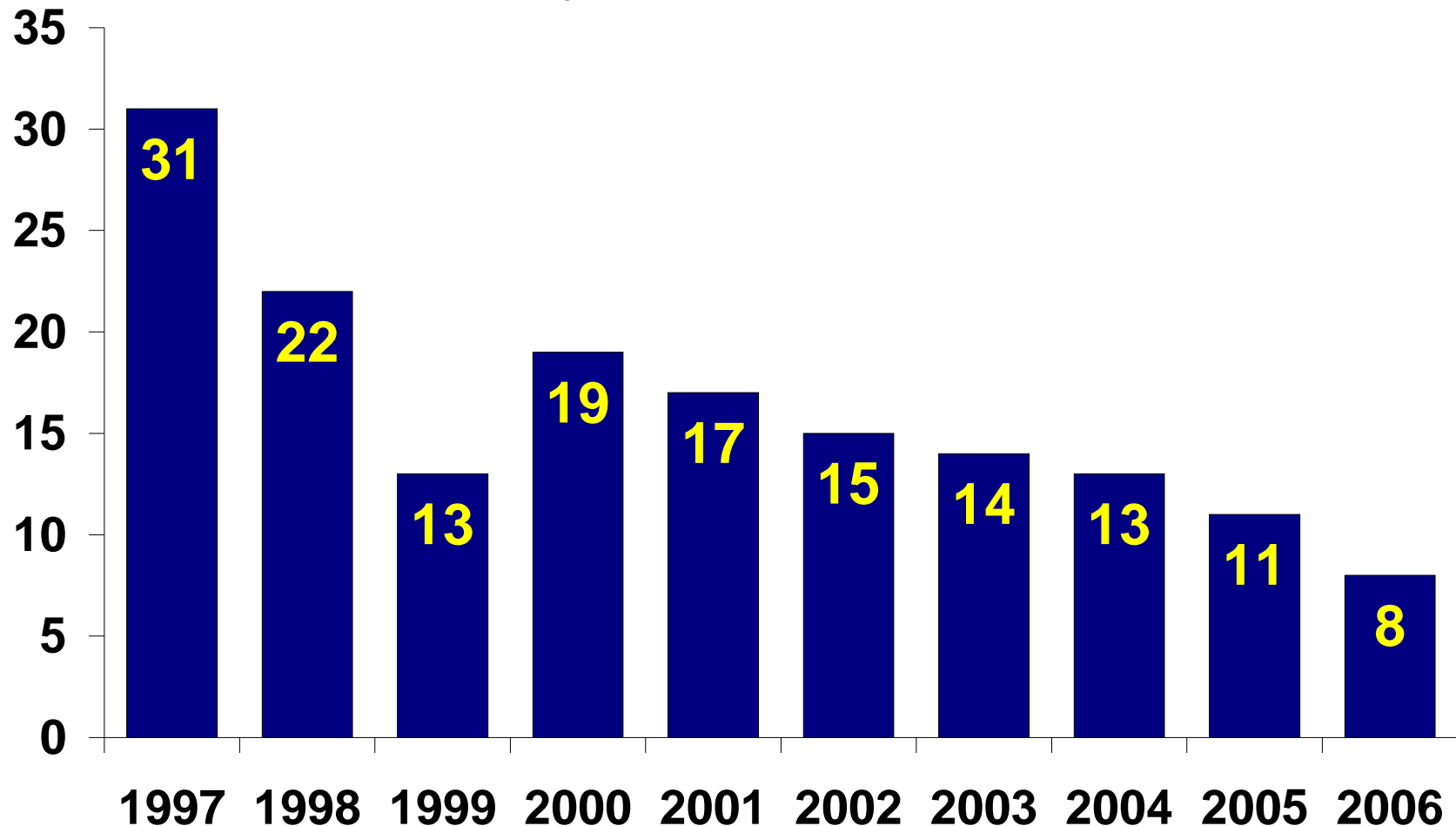
VIOLENCE IN THE WORKPLACE

Since the events of September 11, 2001 a great deal of emphasis has been placed on national security in an effort to eliminate foreign terrorism threats. While these threats to national security have captured a lot of media attention there is another form of terrorism taking places in workplaces both nationally and in Indiana every day. The issue of violence in the workplace has received its share of the media attention, especially since 9/11 with the increased emphasis on homeland security. Many employers have responded to such threats with an increased level of security in their workplaces. Despite these efforts on the part of employers it is often impossible to predict when or where an incident in the workplace might escalate into an act of violence. We often hear in the media about seemingly “normal” employees using extreme levels of violence to vent their anger while at work. Stress in everyday life along with workplace stress, if left unchecked, can escalate to a level where an employee or other individual can “snap” & act out in a violent incident which can have far reaching implications for both the employee along with his or her co-workers & employer along with the employee’s immediate family.

Below we take a look at fatal and non-fatal occupational injury and illness data for Indiana during the 10-year period 1997-2006 from the U.S. Department of Labor, Bureau of Labor Statistics’ Census of Fatal Occupational Injuries (CFOI) & Survey of Occupational Injuries and Illnesses (SOII) programs. This data includes assaults and violent acts by co-workers and other persons in the workplace.

FATAL ASSAULTS AND VIOLENT ACTS

Number of fatal assaults and violent acts in the workplace by persons, Indiana, 1997-2006

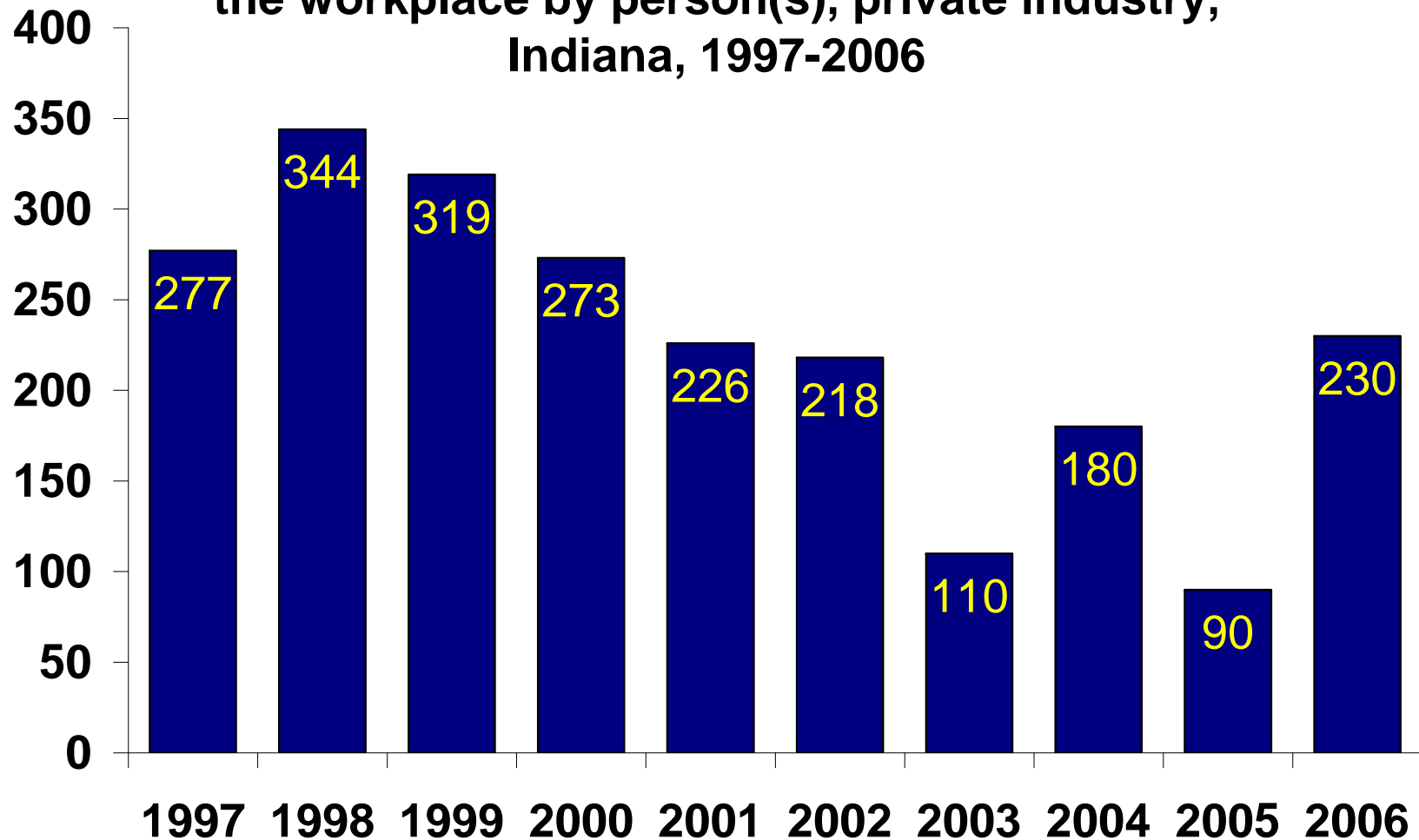


Source: BLS CFOI

This graph illustrates the overall decrease in fatal assaults and violent acts in Indiana workplaces over the last 10 years. In order to keep our numbers low, employers must take an active role in the training of employees in workplace violence prevention.

NON FATAL ASSAULTS AND VIOLENT ACTS

**Number of non-fatal assaults and violent acts in
the workplace by person(s), private industry,
Indiana, 1997-2006**



Source: BLS SOI

This graph shows how the number of non-fatal assaults and violent acts in the workplace by person(s) in private industry in Indiana has shown an overall decrease since 1998 with the exception of increases from 2003-04 & 2005-06. Better employer training & communication with employees is a must in the future if these numbers are to continue to decrease.

ADDITIONAL CHARTS

For comparison purposes, please click on this link [More Indiana & US Charts.xls](#) for the following additional charts from the U.S. Department of Labor, Bureau of Labor Statistics:

- Total number of fatal occupational injuries in Indiana, 1997-2006 (Source: BLS CFOI)
- Total number of non-fatal occupational injuries in Indiana, 1997-2006 (Source: BLS SOII)
- Number of fatal assaults and violent acts by persons, All U.S., 1997-2006 (Source: BLS CFOI)
- Number of non-fatal assaults and violent acts by persons, All U.S., 1997-2006 (Source: BLS SOII)

ADDITIONAL RESOURCES

More information about the prevention of workplace violence is contained on the following links:

[Workplace Violence – We Can Do More to Prevent It - Perspectives - Inside Indiana Business with Gerry Dick](#) –

This article appeared on the website for the television show Inside Indiana Business & was written by Scott R. Gane, CPP, who is the Regional Vice President of Initial Security's East Central Region. Initial Security is a leader in the North American physical security sector that provides security services through its network of over 60 U.S. and Canadian branch offices.

[Preventing Workplace Violence For Health Care and Social Service Workers - Law Firm Gilliland & Markette LLP Attorneys Indianapolis, Indiana](#) – This article written by John C. Gilliland II of the law firm Gilliland &

Markette LLP in Indianapolis discusses Federal OSHA's publication *Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers*. It addresses the need for employers the requirement for employers to provide a workplace safe from violence under the "general duty clause" of the OSH Act. The publication itself as it appears on Federal OSHA's website is at the following link:

[Guidelines for Preventing Workplace Violence for Health Care & Social Service Workers](#)

The following links contain additional statistical data concerning assaults and violent acts in the workplace:

[BLS Survey of Workplace Violence Prevention](#) – The U.S. Department of Labor, Bureau of Labor Statistics conducted a survey of employers in 2005. Information about how this survey was conducted along with tables generated from collected data are provided on this webpage.

[StateMaster - Occupational Fatalities > Assaults and violent acts \(per capita\) \(most recent\) by state](#) – This table shows a ranking of states by number of assaults and violent acts (per capita) for participating states in the Census of Fatal Occupational Injuries program.

[Workplace Homicides Drop to New Low](#) – This page from the <http://hr.blr.com> website has a brief paragraph comparing national workplace homicide data from the Census of Fatal Occupational Injuries from 2006 to 2005 data. This website also contains numerous links to other websites addressing the topic of workplace violence.

[Regional Variations in Workplace Homicide Rates](#) – This article from Christopher A. Janicak, Ph.D., CSP, ARM of Indiana University of Pennsylvania appears on the BLS website. It discusses regional variations in workplace homicide rates using data from the Census of Fatal Occupational Injuries for the years 1997-2000.

If you would like more statistics about violence in the workplace or other work-related injury and illness data and you have online access, data are available 24/7 at the following websites:

- Indiana data are available at <http://www.in.gov/dol/2793.htm>.

- Both national and Indiana data are available at the <http://www.bls.gov/bls/safety.htm>.

For assistance with website navigation or for more information please contact Joe Black, BLS Coordinator at (317) 232-2668 or via email at jblack@dol.in.gov.

IN Review

In 2006 and again in the spring of 2007 we released our *IN Review* publication with the goal of informing Indiana employers and the public of the Indiana Department of Labor's data based approach to addressing safety. The issue published this past spring contains occupational injury and illness data from 2005 and shows comparisons between 2005 data and previous years. If you would like to receive a copy of this publication, please email Elizabeth Friend, Deputy Commissioner of our Quality, Metrics & Statistics Division at efriend@dol.in.gov or Michelle Ellison, Marketing & Consultation Service Manager of our INSafe Division at mellison@dol.in.gov.

2007 IN Focus

Also, is there a topic you would like to see addressed in the 2007 IN Focus web page to be released in December 2008? If so, please contact Joe Black, BLS Coordinator at (317) 232-2668 or via email at jblack@dol.in.gov.

QUALITY, METRICS & STATISTICS DIVISION

Elizabeth Friend, Deputy Commissioner

2007 QMS Team

Joe Black, BLS Coordinator

Linda Parks, ODI Coordinator

Joan Stahl, Survey Assistant

Sandy Williams, Survey Assistant

Marsha Roberts, Coding Assistant